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South Dakota
# Labor Bulletin

March 1992 Published April 1992

## Older Workers Are Becoming More Common in Workforce

South Dakota, as well as the nation, has always relied on its youth to help fulfill the demand for workers. However, the future labor market will be more dependent on prime-age and life-experienced workers than it has been in the past.

Because birth rates declined during the 1960s, 1970s, and latter part of the 1980s, South Dakota, and the nation, will not be able to depend on an abundant supply of youth to meet the demand for employment. From 1980 to 1990, new entrants in the labor force (those in the age group of 16 through 24-year-olds) dropped from approximately 86,400 to 60,000.

While the number of new labor force entrants decreased from 1980 to 1990, the prime-age workers (those age 25 to 54) increased from approximately 193,700 to 238,000 in South Dakota. In 1990, this group made up 66 percent of the labor force. However, by the early 2000s the number of workers in the prime-age category will begin to decrease slightly.

While both the new-entrant and the prime-age work force will decrease in the future, those in the life-experienced category (age 55 and older) will increase. Thus, employers will need to rely more heavily on these life-experienced workers than in the past.

One reason for the projected growth of the life-experienced work force is that there will simply be more people in this age group. The population of this group is expected to increase from approximately 162,000 in 1990 to a projected 190,000 by the year 2010.

Much of the population growth of those 55 and older is due to the fact that people in general are living longer. In 1900, the average life expectancy of a person was 49.2 years. By the early 1980s the average life expectancy of a person in South Dakota had increased to 74.9 years. There are several reasons why South Dakotans are living longer; some of which include better personal care and more advanced health care facilities and techniques.

In addition to the fact that people are living longer, there are also simply more people in this age group than in the past because of the "baby boom" generation. This phenomena is projected to continue for some time to come as "baby boomers" continue to grow older.

As today's prime-age "baby boomers" grow older, we will see the labor force begin to grey as never before. This, mingled with the fact that there will not be as many new entrants entering the labor force in the future, means employers will need to rely more heavily on the life-experienced worker than they have in the past.

We have already started to see businesses which once relied a great deal on young first-time labor force entrants for the majority of their employment begin to turn to life-experienced workers for employment purposes. Some examples of the type of businesses which have already begun to hire life-experienced workers due to a shortage of new entrants include fast food restaurants, food delivery services, shopping centers, restaurants, tourist attractions, telemarketing agencies, and day care centers.

Many of the examples listed earlier are found in either the services or retail trade industries. Projections indicate that the services and retail trade industries will be two of the fastest growing industries in South Dakota in the years to come. As stated above, these industries have also been two primary sources of employment for new entrants into the labor force. Though these industries will remain large employers of new entrants, as the new-entrant pool of workers decreases, these industries will rely more on life-experienced workers to fill their employment demands.

Employers who hire life-experienced workers often find that these workers possess proven job skills and a common sense knowledge regarding the world of work. These job skills and common sense approach to work make life-experienced workers vital assets to employers.

Unlike the past generation, today's life-experienced worker does not feel the pressure to retire in order to make room for the younger generation. Thus, if employers make jobs appealing enough, these workers may be persuaded to remain in the labor force for a longer period of time. Some inducements may include flex-time, which allows workers to choose hours that are convenient to them; part-time employment; or partial retirement on a reduced-time basis in order to provide managers with valuable expertise and provide training for younger workers. Another benefit life-experienced workers will take into consideration is the insurance coverage that an employer offers to employees.

Although some life-experienced workers remain in the labor force because they can't afford to retire, many remain in the labor force because they enjoy working. Older workers, especially those whose spouse has died or who never had a spouse, like the social atmosphere of a working environment, and they find that working keeps them young, both physically and emotionally. For many older workers, a part-time position may be "just what the doctor ordered."

In fact, some life-experienced workers may even make a career change and begin a new career in a field they've always wanted to pursue, while others may even start a small business of their own. In many cases, life-experienced workers may seize the opportunity to explore dreams they have always wanted to pursue, but because of family and money pressures never did.

Many life-experienced workers will retire from a stressful job that is either too physically or emotionally demanding, but re-enter the labor force seeking a job that will be less stressful. As stated earlier, many life-experienced workers find employment in either the services or retail trade industries. According to projections, some of the occupations in these industries will show the greatest employment growth through the year 2000. Some examples of these occupations include waiters and waitresses; general office clerks; child care workers; retail salespersons; maids and housekeeping cleaners; teacher aides; food preparation workers; cashiers; receptionists and information clerks; stock clerks; fast food and short order cooks; dining room and cafeteria helpers; and bartenders. All of these occupations will be viable options for life-experienced workers who would like to re-enter the labor force after retirement.

It is important for employers to recognize that an aging work force will have different needs and demands than a younger work force. For instance, a life-experienced worker may be more interested in fringe benefits such as health insurance or working days rather than evenings. A first time labor force entrant may look for higher pay, but may not be concerned about health insurance coverage and prefer working hours which best fit their school schedule. Thus, if employers hire the more life-experienced workers, they must be willing to meet their demands just as they meet the demands of younger workers.

Although the labor force may be growing older and undergoing changes in employment needs, South Dakota employers should have an ample supply of quality workers in the future.

# Note: Changes in South Dakota's Labor Force Data

You may notice there has been a slight change in the labor force table of the South Dakota Labor Bulletin. Beginning with this issue, we will be publishing seasonally adjusted labor force levels for the United States and South Dakota at the top of page 4. We will no longer be publishing the nonseasonally adjusted labor force levels for the United States.

For many years, national releases of the U.S. labor force figures have used the seasonally adjusted unemployment rate. Starting with January 1992 estimates, we have been able to produce seasonally adjusted unemployment rates for South Dakota as well. To ensure the comparability of statewide and national unemployment rates and to eliminate the possibility of using the nonseasonally adjusted rates incorrectly, we will now list only the seasonally adjusted labor force data at the top of the labor force table on page 4.

Seasonally adjusted unemployment rates are often used as one indicator of state and national economies. With seasonally adjusted unemployment rates, normal seasonal patterns are eliminated so the unemployment rate reflects the underlying economy and not normal, expected seasonal fluctuations. The use of seasonally adjusted unemployment rates means that monthly unemployment rates can be compared without taking into consideration normal seasonal changes.

The nonseasonally adjusted labor force levels for South Dakota now appear at the bottom of page 5, following the labor force levels for individual counties. County labor force levels are also nonseasonally adjusted.

If you have any questions about the labor force figures published in the Labor Bulletin, please feel free to contact the Labor Market Information Center at (605) 622-2314.

## Highlights of South Dakota's Labor Market in March

### Labor Force Data

The seasonally adjusted South Dakota labor force in March 1992 was 360,600, with 347,900 employed and 12,700 unemployed. The seasonally adjusted unemployment rate was 3.5 percent, an increase from the February rate of 3.1 percent.

### Nonfarm Employment Changes

*This information is not seasonally adjusted*

The job growth of 1,100 jobs from February to March in private nonfarm wage and salaried employment was offset by the 600 job decrease in government. The drop in public employment was due to an employment decrease of temporary election workers who had been hired in February.

The divisions experiencing the most job increases in the retail trade industry were general merchandise/apparel stores and eating and drinking establishments.

Most of the 400 job increase in manufacturing was in the durable goods division in sectors such as: fabricated metal, industrial machinery, transportation equipment, lumber/wood/furniture.

### Compared to a year ago...

Over the year, nonfarm wage and salaried employment in South Dakota increased 7,600 jobs (or 2.6 percent). The manufacturing industry led all industry groups in job growth with the addition of 2,200 jobs.

The services industry added 1,900 jobs from year-ago employment levels. The medical and health services divisions captured 700 new jobs; and the amusement , recreation services , and hotel/motels divisions added another 1,200.

Other industries noting growth were: government (1,000 jobs); retail trade (1,000 jobs); transportation & public utilities (500 jobs); wholesale trade (400 jobs); construction (300 jobs); mining (200 jobs) and finance/insurance/real estate (100 jobs).

# Labor Force

| | March 1992[1] | | | | March 1991 | | | |
|---|---|---|---|---|---|---|---|---|
| | *Seasonally Adjusted* | | | | | | | |
| | Labor Force[2] | Employment | Unemployment | Rate | Labor Force[2] | Employment | Unemployment | Rate |
| **United States** | **126,590,000** | **117,348,000** | **9,242,000** | **7.3** | **125,250,000** | **116,834,000** | **8,416,000** | **6.7** |
| **South Dakota** | **360,600** | **347,900** | **12,700** | **3.5** | **359,400** | **346,700** | **12,700** | **3.5** |
| | *Not Seasonally Adjusted* | | | | | | | |
| Sioux Falls MSA | 77,955 | 75,720 | 2,235 | 2.9 | 76,802 | 74,378 | 2,424 | 3.2 |
| Rapid City MSA | 39,457 | 37,902 | 1,555 | 3.9 | 39,132 | 37,590 | 1,542 | 3.9 |
| Aurora | 1,329 | 1,300 | 29 | 2.2 | 1,349 | 1,330 | 19 | 1.4 |
| Beadle | 8,193 | 7,882 | 311 | 3.8 | 8,653 | 8,196 | 457 | 5.3 |
| Bennett | 1,437 | 1,401 | 36 | 2.5 | 1,493 | 1,448 | 45 | 3.0 |
| Bon Homme | 3,507 | 3,446 | 61 | 1.7 | 3,469 | 3,347 | 122 | 3.5 |
| Brookings | 15,007 | 13,996 | 1,011 | 6.7 | 15,037 | 14,227 | 810 | 5.4 |
| Brown | 19,298 | 18,382 | 916 | 4.7 | 19,357 | 18,519 | 838 | 4.3 |
| Brule | 2,417 | 2,325 | 92 | 3.8 | 2,522 | 2,454 | 68 | 2.7 |
| Buffalo | 400 | 375 | 25 | 6.3 | 391 | 365 | 26 | 6.6 |
| Butte | 3,298 | 3,113 | 185 | 5.6 | 3,360 | 3,209 | 151 | 4.5 |
| Campbell | 1,030 | 991 | 39 | 3.8 | 1,031 | 977 | 54 | 5.2 |
| Charles Mix | 3,652 | 3,537 | 115 | 3.1 | 3,557 | 3,397 | 160 | 4.5 |
| Clark | 1,708 | 1,635 | 73 | 4.3 | 1,736 | 1,666 | 70 | 4.0 |
| Clay | 7,162 | 6,838 | 324 | 4.5 | 7,142 | 6,826 | 316 | 4.4 |
| Codington | 11,942 | 11,453 | 489 | 4.1 | 12,034 | 11,518 | 516 | 4.3 |
| Corson | 1,239 | 1,120 | 119 | 9.6 | 1,378 | 1,199 | 179 | 13.0 |
| Custer | 3,269 | 3,120 | 149 | 4.6 | 3,343 | 3,173 | 170 | 5.1 |
| Davison | 8,911 | 8,565 | 346 | 3.9 | 9,120 | 8,889 | 231 | 2.5 |
| Day | 2,982 | 2,790 | 192 | 6.4 | 3,181 | 2,878 | 303 | 9.5 |
| Deuel | 2,117 | 1,998 | 119 | 5.6 | 2,082 | 2,007 | 75 | 3.6 |
| Dewey | 1,903 | 1,743 | 160 | 8.4 | 1,918 | 1,779 | 139 | 7.2 |
| Douglas | 1,532 | 1,501 | 31 | 2.0 | 1,538 | 1,507 | 31 | 2.0 |
| Edmunds | 1,812 | 1,763 | 49 | 2.7 | 1,887 | 1,830 | 57 | 3.0 |
| Fall River | 3,067 | 2,955 | 112 | 3.7 | 3,122 | 2,955 | 167 | 5.3 |
| Faulk | 1,076 | 1,056 | 20 | 1.9 | 1,090 | 1,071 | 19 | 1.7 |
| Grant | 4,044 | 3,761 | 283 | 7.0 | 4,075 | 3,884 | 191 | 4.7 |
| Gregory | 2,216 | 2,133 | 83 | 3.7 | 2,204 | 2,150 | 54 | 2.5 |
| Haakon | 1,042 | 1,011 | 31 | 3.0 | 1,105 | 1,088 | 17 | 1.5 |
| Hamlin | 2,255 | 2,141 | 114 | 5.1 | 2,245 | 2,134 | 111 | 4.9 |
| Hand | 1,821 | 1,785 | 36 | 2.0 | 1,835 | 1,785 | 50 | 2.7 |
| Hanson | 1,409 | 1,307 | 102 | 7.2 | 1,404 | 1,324 | 80 | 5.7 |
| Harding | 657 | 621 | 36 | 5.5 | 680 | 666 | 14 | 2.1 |
| Hughes | 8,453 | 8,226 | 227 | 2.7 | 8,210 | 8,000 | 210 | 2.6 |

# Labor Force

| | March 1992[1] | | | | March 1991 | | | |
|---|---|---|---|---|---|---|---|---|
| | Labor Force[2] | Employment | Unemployment | Rate | Labor Force[2] | Employment | Unemployment | Rate |
| Hutchinson | 4,144 | 3,986 | 158 | 3.8 | 3,943 | 3,814 | 129 | 3.3 |
| Hyde | 783 | 766 | 17 | 2.2 | 815 | 789 | 26 | 3.2 |
| Jackson | 1,481 | 1,457 | 24 | 1.6 | 1,517 | 1,475 | 42 | 2.8 |
| Jerauld | 1,065 | 1,026 | 39 | 3.7 | 1,133 | 1,069 | 64 | 5.6 |
| Jones | 570 | 536 | 34 | 6.0 | 595 | 543 | 52 | 8.7 |
| Kingsbury | 2,688 | 2,503 | 185 | 6.9 | 2,596 | 2,473 | 123 | 4.7 |
| Lake | 4,876 | 4,569 | 307 | 6.3 | 4,984 | 4,742 | 242 | 4.9 |
| Lawrence | 12,621 | 12,093 | 528 | 4.2 | 12,576 | 11,985 | 591 | 4.7 |
| Lincoln | 7,294 | 7,050 | 244 | 3.3 | 7,132 | 6,918 | 214 | 3.0 |
| Lyman | 1,373 | 1,319 | 54 | 3.9 | 1,374 | 1,294 | 80 | 5.8 |
| McCook | 2,743 | 2,585 | 158 | 5.8 | 2,720 | 2,635 | 85 | 3.1 |
| McPherson | 1,379 | 1,337 | 42 | 3.0 | 1,391 | 1,356 | 35 | 2.5 |
| Marshall | 2,223 | 2,138 | 85 | 3.8 | 2,134 | 2,047 | 87 | 4.1 |
| Meade | 10,162 | 9,817 | 345 | 3.4 | 10,090 | 9,700 | 390 | 3.9 |
| Mellette | 828 | 799 | 29 | 3.5 | 836 | 780 | 56 | 6.7 |
| Miner | 1,390 | 1,181 | 209 | 15.0 | 1,435 | 1,362 | 73 | 5.1 |
| Minnehaha | 77,955 | 75,720 | 2,235 | 2.9 | 76,802 | 74,378 | 2,424 | 3.2 |
| Moody | 3,646 | 3,492 | 154 | 4.2 | 3,504 | 3,313 | 191 | 5.5 |
| Pennington | 39,457 | 37,902 | 1,555 | 3.9 | 39,132 | 37,590 | 1,542 | 3.9 |
| Perkins | 2,105 | 2,044 | 61 | 2.9 | 2,156 | 2,100 | 56 | 2.6 |
| Potter | 1,311 | 1,265 | 46 | 3.5 | 1,313 | 1,280 | 33 | 2.5 |
| Roberts | 4,434 | 4,154 | 280 | 6.3 | 4,540 | 4,272 | 268 | 5.9 |
| Sanborn | 1,030 | 982 | 48 | 4.7 | 1,075 | 1,009 | 66 | 6.1 |
| Shannon | 2,392 | 2,249 | 143 | 6.0 | 2,335 | 2,159 | 176 | 7.5 |
| Spink | 3,373 | 3,253 | 120 | 3.6 | 3,405 | 3,304 | 101 | 3.0 |
| Stanley | 1,554 | 1,495 | 59 | 3.8 | 1,446 | 1,363 | 83 | 5.7 |
| Sully | 745 | 711 | 34 | 4.6 | 753 | 723 | 30 | 4.0 |
| Todd | 2,626 | 2,482 | 144 | 5.5 | 2,575 | 2,439 | 136 | 5.3 |
| Tripp | 3,136 | 3,026 | 110 | 3.5 | 3,147 | 3,037 | 110 | 3.5 |
| Turner | 3,788 | 3,673 | 115 | 3.0 | 3,910 | 3,785 | 125 | 3.2 |
| Union | 7,213 | 6,919 | 294 | 4.1 | 6,377 | 6,097 | 280 | 4.4 |
| Walworth | 2,551 | 2,466 | 85 | 3.3 | 2,697 | 2,612 | 85 | 3.2 |
| Yankton | 10,335 | 10,046 | 289 | 2.8 | 10,444 | 10,197 | 247 | 2.4 |
| Ziebach | 1,217 | 1,190 | 27 | 2.2 | 1,126 | 1,088 | 38 | 3.4 |
| SOUTH DAKOTA | 354,700 | 340,500 | 14,200 | 4.0 | 353,600 | 339,500 | 14,000 | 4.0 |

[1] Preliminary data subject to revision.
[2] Labor force estimates include employed and unemployed civilians 16 years old and older by place of residence.
Source: Developed by the South Dakota Department of Labor, in cooperation with the U.S. Bureau of Labor Statistics.

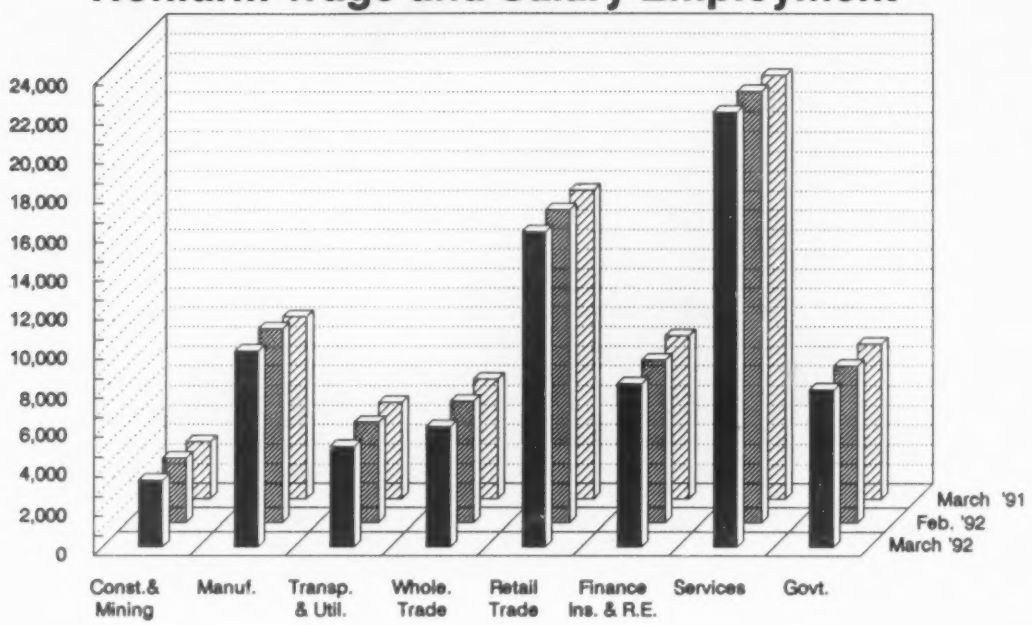
# South Dakota Nonfarm Wage & Salary Employment

| | March 1992 | Feb. 1992 | March 1991 | % Change From Last Month | % Change From Last Year |
|---|---|---|---|---|---|
| **TOTAL** | **295,600** | **294,500** | **288,000** | **.4** | **2.6** |
| GOODS PRODUCING | 48,900 | 48,200 | 46,200 | 1.5 | 5.8 |
| Mining | 2,600 | 2,600 | 2,400 | .0 | 8.3 |
| Construction | 10,000 | 9,700 | 9,700 | 3.1 | 3.1 |
| Manufacturing | 36,300 | 35,900 | 34,100 | 1.1 | 6.5 |
| Durable Goods | 21,100 | 20,800 | 19,900 | 1.4 | 6.0 |
| Nondurable Goods | 15,200 | 15,100 | 14,200 | .7 | 7.0 |
| Food & Kindred Products | 8,000 | 7,900 | 7,600 | 1.3 | 5.3 |
| Printing & Publishing | 3,400 | 3,300 | 3,200 | 3.0 | 6.3 |
| SERVICE PRODUCING | 246,700 | 246,300 | 241,800 | .2 | 2.0 |
| Transportation & Public Utilities | 13,800 | 13,700 | 13,300 | .7 | 3.8 |
| Transportation | 8,600 | 8,600 | 8,100 | .0 | 6.2 |
| Communication | 2,900 | 2,900 | 2,900 | .0 | .0 |
| Electric/Gas/Sanitary Services | 2,300 | 2,300 | 2,300 | .0 | .0 |
| Wholesale Trade | 19,100 | 19,200 | 18,700 | -.5 | 2.1 |
| Durable Goods | 8,600 | 8,700 | 8,700 | -1.1 | -1.1 |
| Nondurable Goods | 10,500 | 10,500 | 10,000 | .0 | 5.0 |
| Retail Trade | 58,100 | 57,400 | 57,100 | 1.2 | 1.8 |
| Eating and Drinking Establishments | 20,800 | 20,600 | 20,300 | 1.0 | 2.5 |
| General Merchandise/Apparel | 11,100 | 10,800 | 10,800 | 2.8 | 2.8 |
| Food Stores | 8,800 | 8,800 | 8,700 | .0 | 1.1 |
| Finance, Insurance & Real Estate | 16,600 | 16,700 | 16,500 | -.6 | .6 |
| Finance | 10,900 | 10,900 | 10,700 | .0 | 1.9 |
| Depository Institutions | 5,900 | 5,900 | 5,600 | .0 | 5.4 |
| Nondepository Institutions | 4,300 | 4,300 | 4,500 | .0 | -4.4 |
| Insurance Carriers, Agents & Brokers | 3,800 | 3,800 | 3,900 | .0 | -2.6 |
| Services | 74,000 | 73,600 | 72,100 | .5 | 2.6 |
| Hotels/Motels & Amusements | 9,600 | 9,300 | 8,400 | 3.2 | 14.3 |
| Personal and Business | 7,800 | 8,100 | 8,700 | -3.7 | -10.3 |
| Medical and Health Services | 29,000 | 28,800 | 28,300 | .7 | 2.5 |
| Hospitals | 13,500 | 13,400 | 13,100 | .7 | 3.1 |
| Health Services, other than Hospitals[1] | 15,500 | 15,400 | 15,200 | .6 | 2.0 |
| Educational Services | 5,500 | 5,300 | 5,200 | 3.8 | 5.8 |
| Social Services | 5,900 | 5,800 | 5,600 | 1.7 | 5.4 |
| Membership Organizations | 9,100 | 9,100 | 8,900 | .0 | 2.2 |
| Government | 65,100 | 65,700 | 64,100 | -.9 | 1.6 |
| Federal | 11,300 | 11,400 | 11,000 | -.9 | 2.7 |
| State | 17,600 | 17,400 | 17,200 | 1.1 | 2.3 |
| State Education | 8,900 | 8,600 | 8,700 | 3.5 | 2.3 |
| Local | 36,200 | 36,900 | 35,900 | -1.9 | .8 |
| Local Education | 21,400 | 21,100 | 21,400 | 1.4 | .0 |

Source: Developed by the South Dakota Department of Labor in cooperation with the U.S. Bureau of Labor Statistics.

[1]Not developed in cooperation with the U.S. Bureau of Labor Statistics.

# Sioux Falls MSA
# Nonfarm Wage and Salary Employment

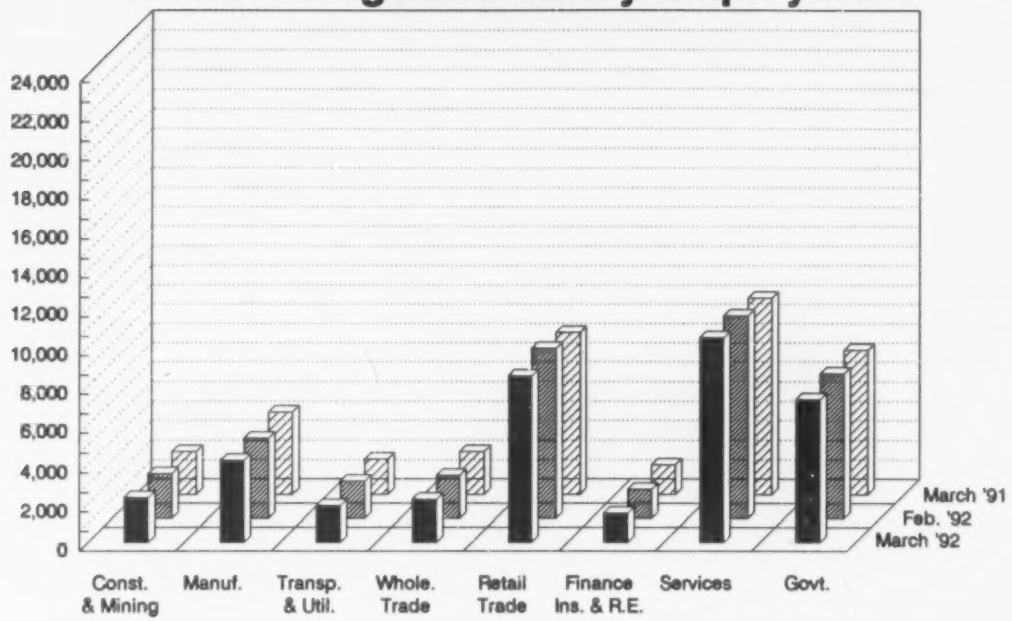



| | March 1992 | Feb. 1992 | March 1991 | % Change From Last Month | % Change From Last Year |
|---|---|---|---|---|---|
| **TOTAL** | **79,200** | **78,800** | **76,800** | **.5** | **3.1** |
| GOODS PRODUCING | 13,400 | 13,200 | 12,200 | 1.5 | 9.8 |
| *Construction & Mining | 3,400 | 3,300 | 2,900 | 3.0 | 17.2 |
| Manufacturing | 10,000 | 9,900 | 9,300 | 1.0 | 7.5 |
| SERVICE PRODUCING | 65,800 | 65,600 | 64,600 | .3 | 1.9 |
| Transportation & Public Utilities | 5,100 | 5,100 | 4,900 | .0 | 4.1 |
| Wholesale Trade | 6,100 | 6,200 | 6,100 | -1.6 | .0 |
| Retail Trade | 16,100 | 16,000 | 15,800 | .6 | 1.9 |
| Finance, Insurance & Real Estate | 8,300 | 8,300 | 8,300 | .0 | .0 |
| Services | 22,200 | 22,000 | 21,600 | .9 | 2.8 |
| Government | 8,000 | 8,000 | 7,900 | .0 | 1.3 |

*Mining employment less than 100.

Source: Developed by the South Dakota Department of Labor in cooperation with the U.S. Bureau of Labor Statistics.

# Rapid City MSA
# Nonfarm Wage and Salary Employment




| | March 1992 | Feb. 1992 | March 1991 | % Change From Last Month | % Change From Last Year |
|---|---|---|---|---|---|
| **TOTAL** | **38,400** | **38,500** | **37,700** | **-.3** | **1.9** |
| GOODS PRODUCING | 6,500 | 6,400 | 6,400 | 1.6 | 1.6 |
| *Construction & Mining | 2,300 | 2,300 | 2,200 | .0 | 4.5 |
| Manufacturing | 4,200 | 4,100 | 4,200 | 2.4 | .0 |
| SERVICE PRODUCING | 31,900 | 32,100 | 31,300 | -.6 | 1.9 |
| Transportation & Public Utilities | 1,900 | 1,900 | 1,800 | .0 | 5.6 |
| Wholesale Trade | 2,200 | 2,200 | 2,200 | .0 | .0 |
| Retail Trade | 8,500 | 8,700 | 8,300 | -2.3 | 2.4 |
| Finance, Insurance & Real Estate | 1,500 | 1,500 | 1,500 | .0 | .0 |
| Services | 10,500 | 10,400 | 10,100 | 1.0 | 4.0 |
| Government | 7,300 | 7,400 | 7,400 | -1.4 | -1.4 |

*Mining employment less than 300.

Source: Developed by the South Dakota Department of Labor in cooperation with the U.S. Bureau of Labor Statistics.

# Hours and Earnings of Production Workers

| | Number of Production Workers | | | Average Weekly Hours | | |
|---|---|---|---|---|---|---|
| | March 1992 | Feb. 1992 | March 1991 | March 1992 | Feb. 1992 | March 1991 |
| **South Dakota** | | | | | | |
| Total Private | 189,900 | 188,500 | 185,800 | 32.6 | 32.8 | 32.2 |
| Mining | 2,200 | 2,200 | 2,100 | 46.1 | 44.5 | 42.8 |
| Construction | 7,700 | 7,500 | 7,400 | 36.7 | 37.2 | 37.8 |
| Manufacturing | 26,200 | 25,800 | 25,100 | 41.0 | 41.1 | 40.1 |
| Transportation & Public Utilities | 11,500 | 11,500 | 11,100 | 37.8 | 38.8 | 38.2 |
| Wholesale & Retail Trade | 67,600 | 67,100 | 66,500 | 28.7 | 29.0 | 29.0 |
| Finance, Insurance, & Real Estate | 12,700 | 12,500 | 12,400 | 37.6 | 38.0 | 35.2 |
| Services | 62,000 | 61,900 | 61,200 | 30.2 | 30.4 | 29.8 |
| **Sioux Falls MSA** | | | | | | |
| Manufacturing | 7,100 | 7,000 | 6,400 | 40.7 | 41.5 | 41.7 |
| **Rapid City MSA** | | | | | | |
| Manufacturing | 3,100 | 3,100 | 3,200 | 42.1 | 41.4 | 39.6 |

| | Average Weekly Earnings | | | Average Hourly Earnings | | |
|---|---|---|---|---|---|---|
| | March 1992 | Feb. 1992 | March 1991 | March 1992 | Feb. 1992 | March 1991 |
| **South Dakota** | | | | | | |
| Total Private | $270.91 | $274.21 | $263.07 | $8.31 | $8.36 | $8.17 |
| Mining | 571.64 | 577.17 | 546.13 | 12.40 | 12.97 | 12.76 |
| Construction | 387.55 | 399.90 | 393.88 | 10.56 | 10.75 | 10.42 |
| Manufacturing | 356.70 | 357.57 | 354.89 | 8.70 | 8.70 | 8.85 |
| Transportation & Public Utilities | 429.41 | 439.99 | 420.58 | 11.36 | 11.34 | 11.01 |
| Wholesale & Retail Trade | 204.34 | 204.45 | 194.30 | 7.12 | 7.05 | 6.70 |
| Finance, Insurance, & Real Estate | 336.52 | 359.10 | 311.52 | 8.95 | 9.45 | 8.85 |
| Services | 238.28 | 241.98 | 236.91 | 7.89 | 7.96 | 7.95 |
| **Sioux Falls MSA** | | | | | | |
| Manufacturing | $365.49 | $373.50 | $383.64 | $8.98 | $9.00 | $9.20 |
| **Rapid City MSA** | | | | | | |
| Manufacturing | $387.74 | $383.36 | $356.40 | $9.21 | $9.26 | $9.00 |

Source: Developed by the South Dakota Department of Labor, in cooperation with the U.S. Bureau of Labor Statistics.

■ On the national level, men who work after they retire return to jobs similar to their previous employment.

■ Only a little more than one-fourth of Americans know that our nation's population is between 200-300 million people.

■ According to national statistics, over the past two decades, the number of women holding more than one job has increased nearly fivefold.

# Characteristics of the Insured Unemployed[1]

| | March 1992 | Feb. 1992 | March 1991 |
|---|---|---|---|
| Total | 3,544 | 3,793 | 3,433 |
| Male | 2,508 | 2,801 | 2,532 |
| Female | 1,036 | 992 | 901 |
| White | 3,257 | 3,480 | 3,178 |
| Nonwhite | 287 | 313 | 255 |
| Under 45 | 2,492 | 2,681 | 2,513 |
| Over 45 | 1,052 | 1,112 | 920 |
| By Industry[2] | | | |
| Mining | 62 | 83 | 104 |
| Construction | 1,044 | 1,161 | 1,073 |
| Manufacturing | 640 | 663 | 822 |
| Transportation & Public Utilities | 172 | 169 | 164 |
| Trade | 797 | 786 | 554 |
| Finance, Insurance & Real Estate | 78 | 78 | 73 |
| Services | 593 | 668 | 478 |
| Government | 158 | 185 | 165 |
| By Occupation[2] | | | |
| Professional & Managerial | 409 | 432 | 384 |
| Clerical and Sales | 476 | 485 | 394 |
| Services | 519 | 505 | 373 |
| Processing | 105 | 104 | 111 |
| Machine Trade | 181 | 197 | 172 |
| Benchwork | 217 | 230 | 274 |
| Structural Work | 1,111 | 1,255 | 1,194 |
| Other | 526 | 585 | 531 |
| By Duration of Current Unemployment | | | |
| 1-2 Weeks | 394 | 543 | 385 |
| 3-4 Weeks | 403 | 597 | 388 |
| 5-14 Weeks | 1,804 | 1,962 | 1,858 |
| 15 Weeks & Over | 943 | 691 | 802 |

[1] The insured unemployed are those people who had worked for employers covered by South Dakota's Unemployment Insurance laws and who filed claims for unemployment insurance compensation during the week including the 12th of the month.

[2] Refers to industry and occupation involvement prior to unemployment.

# Selected Labor Department Activities

| | March 1992 | Feb. 1992 | March 1991 | % Change From Last Month | % Change From Last Year |
|---|---|---|---|---|---|
| **Unemployment Insurance** | | | | | |
| A. Initial Claims | 1,600 | 1,764 | 1,582 | -9.3 | 1.1 |
| B. Weeks Compensated | 14,687 | 16,283 | 13,999 | -9.8 | 4.9 |
| C. Amount of Benefit Payments | $1,508,934 | $1,647,334 | $1,410,081 | -8.4 | 7.0 |
| D. Unemployment Trust Fund Balance | $44,830,916 | $46,230,688 | $45,693,757 | -3.0 | -1.9 |
| **Job Service** | | | | | |
| E. Applicants Available (new and renewal) | 5,309 | 4,877 | 5,059 | 8.9 | 4.9 |
| F. Nonfarm Placements | 3,319 | 2,695 | 3,045 | 23.2 | 9.0 |
| G. Nonfarm Job Openings | 8,680 | 7,818 | 8,508 | 11.0 | 2.0 |

# Promoting Safety On The Job Can Save Employers Money

Safety on the job. Is it complicated? Is it costly? Is it worthwhile?

Safety on the job definitely is not complicated. It is a simple concept. To implement it is only a matter of an employer instigating his employees to think about it. This can be done with a brief weekly or even monthly meeting supplemented by continual reference to safety in conversations with employees.

Often times safety is thought of in terms of avoiding major accidents such as loss of body members or broken bones. This is certainly something to be avoided, but there are other more subtle injuries to be avoided. For example, improper lifting can cause a back injury. Repetitive motion can cause carpal tunnel. Proper techniques in lifting can prevent a back injury, and variance in job duties can prevent carpal tunnel maladies. These procedures are very simple, and to implement them only requires thought on the part of all employees. An employer can promote this by continually and repeatedly drawing attention to safety in the work place.

Safety is anything but costly. Although it sometimes helps to give rewards (such as coffee mugs, tee shirts, caps, etc.) for avoiding accidents it is not mandatory. A word from the employer or supervisor is often times sufficient. Safety only requires an attitude, not a cost.

On March 10, 1992, the Governor signed into law Senate Bill 191. This law provides for an appropriate reduction in worker's compensation insurance premiums to employers that do not qualify for an experience rating and who have not incurred liability for indemnity compensation for the past three years. Safety is worthwhile. The cost is minimal. It is simple. Safety of the job begins with you!

## Technical Notes and Definitions

Pages 6, 7 and 8 - Nonfarm wage and salary employment estimates include almost all nonfarm wage earners (full and part-time) but exclude the self-employed. They are derived from a monthly sample survey of South Dakota non-agricultural establishments and include workers on the payroll for the week including the 12th of the month. These tables compare the current month's employment totals of the major industry groups to the totals of the previous month and year.

Page 9 - Average hours and earnings data are derived from reports of payrolls and hours for production and related workers in manufacturing, construction workers in construction, and non-supervisory employees in private service-producing industries. The data cover full and part-time employees who worked during or received pay for the payroll period that includes the 12th of the month. The earnings figures are "gross" figures. They may be higher than employer wage rates, since they reflect premium pay for shift differentials and overtime work. The hours figures relate to the hours for which pay was received; this is different from scheduled or standard work hours.

Page 10 - The data in the table at the bottom of page 10 are taken from the records of the state unemployment insurance program and the state Job Service system. The terms are defined as follows:

A. Initial Claims - the total number of first claims for unemployment compensation.

B. Weeks Compensated - the total number of weeks for which claimants received compensation.

C. Amount of Benefit Payments - the total amount of money paid to claimants.

D. Unemployment Trust Fund Balance - the fund to which all required Unemployment Insurance taxes are paid and from which all benefits to claimants are paid.

E. Applicants Available (new and renewals) - the total number of different individuals who registered or renewed their registrations for work at Job Service offices in the state.

F. Nonag Placements - a count of the number of times during the month that Job Service applicants were hired by nonfarm employers.

G. Nonag Job Openings - a count of new job openings received during the month by South Dakota Job Service offices from nonfarm employers.

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South Dakota Labor Bulletin

## Selected National Economic Indicators

| | March 1992 | Feb. 1992 | March 1991 | % Change From Last Month | % Change From Last Year |
|---|---|---|---|---|---|
| Consumer Price Index[1] | 139.3 | 138.6 | 135.0 | 0.5 | 3.2 |
| Industrial Production Index[2] | 107.2 | 106.9 | 105.0 | 0.3 | 2.1 |
| Retail Trade Sales[3] | $157,114 | $157,711 | $151,868 | -0.4 | 3.5 |
| Privately Owned Housing Starts[4] | 1,365 | 1,283 | 918 | 6.4 | 48.7 |
| Bank Prime Loan Rate[5] | 6.50 | 6.50 | 9.00 | 0.0 | -27.8 |

[1]U.S. Bureau of Labor Statistics. 1982-84 = 100.

[2]Federal Reserve Board. Includes manufacturing, mining and utilities. 1987 = 100. Seasonally adjusted.

[3]Bureau of the Census. Adjusted for seasonal, holiday and trading day differences. In millions of dollars.

[4]Bureau of the Census. Includes new, privately owned housing units started. Seasonally adjusted annual rates. In thousands of units.

[5]Federal Reserve Board. Annual rates.

■ While both the new-entrant and the prime-age work force will decrease in the future, those in the life-experienced category (age 55 and older) will increase.

■ Businesses which once relied on young first-time labor force entrants are already beginning to turn to life-experienced workers for employment purposes.

■ Many life-experienced workers will retire from a stressful job that is either too physically or emotionally demanding, but re-enter the labor force seeking a job that is less stressful.